

Survey Panel Results

The Wellbeing Partners

October 2020

Background

Each month, The Public Good Projects conducts rapid polling to understand community attitudes toward certain health topics. Data from panel surveys are intended to provide quick information that can be easily applied to programs. All survey data are reported anonymously. Analysis of the survey results was conducted using IBM SPSS Statistics software. Results will focus on the overall sample, with the percentages from sub-analyses reported when notable.

For October 2020, the survey evaluated perceptions of mental health in the workplace. Respondents were required to be currently living in Nebraska or Iowa, and surveys were targeted toward those living in the specific counties identified by TWP in the Omaha/ Council Bluffs metropolitan area.

Demographics

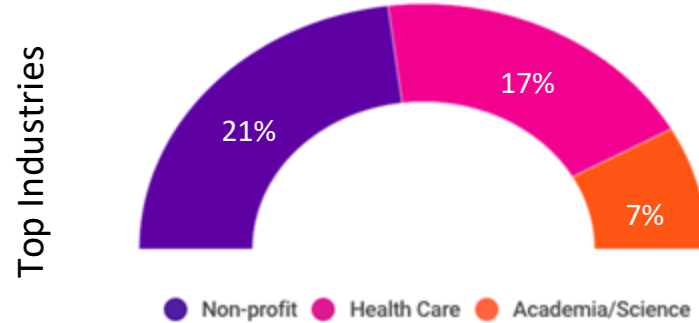
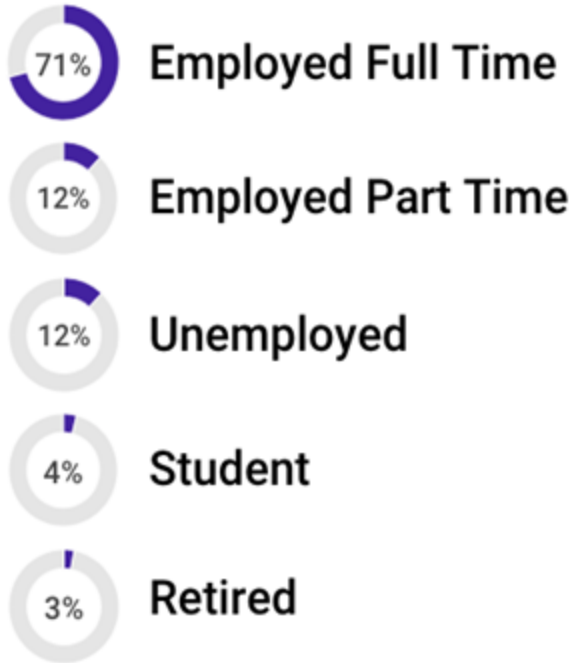
There were a total of 436 responses. A majority of respondents were white, female, and between the ages of 25-45 years old. Due to the high percentage of females in this survey (72.7%), all results were weighted to adjust for the disproportion of gender distribution which, according to the [2019 census data](#) (49.4% males, 50.6% females).

Weighing results is a statistical method that helps give more or less “weight” to responses so that the demographics of respondents are similar to the percentage in the population, and results can be more comparable to the specific area being studied.

Demographic	
Douglas County	45.0%
Pottawattamie County	24.3%
Sarpy County	23.6%
Cass County	7.1%
White	89.0%
Hispanic	8.5%
Black/ African American	5.5%
American Indian/Alaska Native	2.3%
Asian	2.1%
Hawaiian Native/ Other Pacific Islander	1.1%

Demographic		
Female	72.7%	
Male	26.6%	
Prefer to not say	0.7%	
Age Groups (in years)	18-24	9.2%
	25-34	28.4%
	35-44	31.0%
	45-54	15.4%
	55+	16.1%

Employment



The majority of respondents were employed full time in the non-profit sector. Other top industries among survey respondents included construction (6.6%), government (6.3%), and financial services (5.7%). Data also showed that 48% of employed respondents were in management positions.

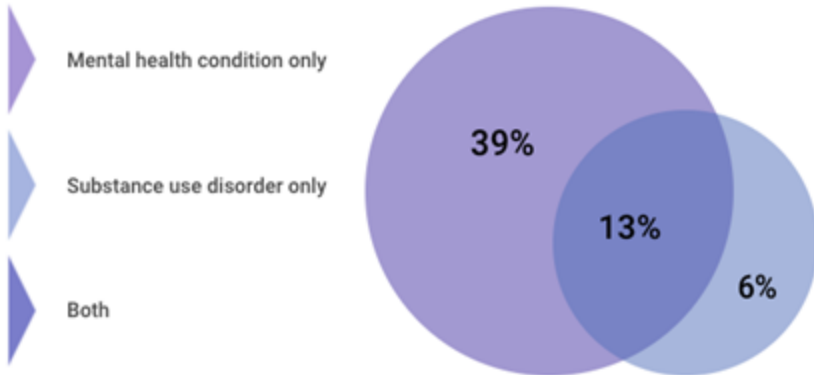
Mental Health and Substance Use

Over half of all respondents reported having either a mental health condition (MHC), substance use disorder (SUD), or both (with 13% of respondents reporting co-occurring MHC and SUD). When those who reported a MHC were asked who within their workplace they had talked to about their condition, emotional support more often came from a coworker or colleague, rather than a supervisor or organization's HR department. Similarly, respondents who reported SUD are more willing to talk about their disorder with coworkers than with their supervisors or their organization's HR department.

*Who in your workplace have you talked about your mental health condition or substance use disorder?**



**Question asked only of those disclosing a MHC/ SUD in the survey*



Mental Health in the Workplace

67%

I get emotional support from at least one person in my workplace

58%

My workplace is helpful towards those with mental health conditions

47%

I feel comfortable disclosing a mental health condition to my workplace HR department or EAP,

20%

In my workplace, one might risk losing their job if they disclose that they have a mental health condition

A majority of respondents reported feeling emotional support from at least one person in their workplace and that their workplace is helpful toward those with mental health conditions.

Despite this, less than half of people reported feeling comfortable disclosing a mental health condition to their employer, and 20% feel that someone might risk losing their job if they disclosed a mental health condition - indicating there is still work to be done within workplaces to ensure that staff with mental health conditions feel supported.

Substance Use Disorder in the Workplace

43%

In my workplace, one might risk losing their job if they disclose that they have a substance use disorder

39%

My workplace is helpful towards those with substance use disorders

27%

I feel comfortable disclosing a substance use disorder to my workplace HR department or EAP

When asked about substance use disorder in the workplace, across all questions, respondents reported higher levels of stigma compared to mental health conditions. Over 40% feel that a person might lose their job if they disclose their substance use (43%) - more than double that for a mental health condition (20%). Less than 40% felt that their workplace is helpful toward those with substance use disorders (compared to 58% for mental health conditions), and about one quarter felt comfortable disclosing substance use, compared to 47% for a mental health condition.

Mental Health Needs in the Workplace

33%	Readily available resources and access to care	<p><i>"Do a better job of 'advertising' what services are available for employees such as EAP."</i></p> <p><i>"Offer health care options that cover cost of therapy or counseling. And not just for 3-5 visits. Ongoing needed therapy."</i></p>
31%	Open communication, employee check-ins, and stigma reduction	<p><i>"Talk about it openly. Provide safe spaces for open conversations. "</i></p> <p><i>"Maybe more confidential surveys to see the need & offer the help & or time"</i></p>
19%	Mental health days, flexible time off, and manageable work-life balance	<p><i>"Be open & honest. Don't judge. Be supportive. Allow for mental health days as sick days not vacation time."</i></p> <p><i>"Promote healthy work life balance. Have a good work culture"</i></p>
14%	Behavioral health trainings for all staff levels	<p><i>"Offer management training to learn how to deal in more sensitive manner"</i></p> <p><i>"Educate Managers on how to manage and support employees with mental health and/or substance abuse issues."</i></p>
7%	Confidentiality and job security in mental health status disclosure	<p><i>"... even without the threat of a job loss it would be hard to discuss either topic and still have any hope of advancement."</i></p> <p><i>"Rehabilitation rather than punitive treatment towards drug users"</i></p>

When asked “how can workplaces better support the mental health needs of their employees”, a majority of respondents felt they needed more mental health resources and access to care. Many specifically indicated funding or access to counseling services. Substance use disorders were mentioned within the context of trainings, confidentiality, and disclosure.

** Responses to all open ended questions could be categorized into multiple categories, therefore the percentages will not always equal 100%*

Thank you.